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LIBRARY
INSTITUTE OF MANAGEMENT
AND HUMAN SERVICES

RUTGERS UNIVERSITY

EMPLOYMENT AGREEMENT

P.S.S.P

1990-1993

EMPLOYMENT AGREEMENT
between the
PROFESSIONAL SPECIALISTS AND SUPERVISORY PERSONNEL
and the
LODI BOARD OF EDUCATION

The "parties" in this Agreement shall mean the Lodi Board of Education and the Professional Specialists and Supervisory Personnel.

I. Group Classification

- A. The following Articles of Negotiations have been mutually agreed upon by the Lodi Board of Education and the Professional Specialists and Supervisory Personnel Organization
- B. The parties agree that the Professional Specialists and Personnel group will consist of Guidance Counsellors, Library Media Director, Athletic Director, Psychologist, Learning Disability Specialist, Social Worker, and Assistant Guidance Director.
- C. The Child Study Team is defined as having one Psychologist; one Learning Disability Specialist; and one Social Worker.

II. Duration of Agreement:

This agreement dated December 22, 1989, by and between the Board and the Organization shall cover a period of three (3) years, commencing on July 1, 1990 through and including June 30, 1993.

III. Employment Year

- A. Starting July 1 in the 1986-1987 school year, the "Child Study Team" will be on a twelve-month (12) basis. Employment of each discipline shall be determined on a seniority basis.

IV. Work Year and Work Day

- A. Ten-month (10) employees shall work September 1 through June 30. However, in no case shall the work year exceed 190 days.
- B. Twelve-month (12) employees shall work July 1 through June 30.
- C. The work day for the twelve-month (12) PSSP members will be 8:45 a.m. through 3:45 p.m.

- D. The parties agree that the Child Study Team shall complete twenty (20) cases or more during the summer months. The preceding shall mean at least twenty (20) case more than the total cases completed during the school year.
- E. The parties agree that Child Study Team members shall be required to attend all Hearings, Court Sessions, and Meetings in connection with the evaluation, re-evaluation, classification or reclassification of students.

V. New Members

- A. Any new member entering the PSSP group during this Agreement or subsequent years of this Agreement, shall receive his or her present salary plus that stipend of a Department Head's salary.
- B. If he or she completed fifty percent (50%) of the year when they left the PSSP group, they will be placed on the next step of this guide upon their return.

VI. Salary:

- A. For the 1990/1991 salary year as defined in Article IV of this agreement:
 - 1. Twelve month employees shall receive an additional eight percent (8%) above their salary step as listed on the appropriate salary guide, after stipend has been added.
 - 2. For all members employed prior to July 1, 1986, each step of the previous years salary guide will be increased by 7%.
 - 3. All members employed after July 1, 1986 shall follow the 1990/1991 Lodi Education Association's salary guide with an additional stipend of \$2,000.
 - 4. The Supervisor of Athletics shall be paid under a separate formula which will include his/her teacher guide step with an additional stipend equal to \$1,500 over and above the highest paid head coaching stipend for this year.
- B. For the 1991/1992 salary year as defined in Article IV of this agreement:
 - 1. Twelve month employees shall receive an additional eight percent (8%) above their salary step as listed on the appropriate salary guide, after stipend has been added.
 - 2. For all members employed prior to July 1, 1986, each step of the previous years salary guide will be increased by 7% with an additional stipend of \$823.

3. All members employed after July 1, 1986 shall follow the 1991/1992 Lodi Education Association's salary guide with an additional stipend of \$2,500.
4. The Supervisor of Athletics shall be paid under a separate formula which will include his/her teacher guide step with an additional stipend equal to \$1,500 over and above the highest paid head coaching stipend for this year.
- C. For the 1992/1993 salary year as defined in Article IV of this agreement:
 1. Twelve month employees shall receive an additional eight percent (8%) above their salary step as listed on the Lodi Education Association teacher's salary guide, after stipened has been added.
 2. All members shall follow the 1992/1993 Lodi Education Association teacher's salary guide with an additional stipend of \$3,000.
 3. The Supervisor of Athletics shall be paid under a separate formula which will include his/her teacher's salary guide step with an additional stipend equal to \$1,500 over and above the highest paid head coaching stipend for this year.
 4. In addition, any member who has attained his/her MA + 60 accreditation by September 1, 1992 shall recieve an additional \$500. stipend for this contract year.

VII. Longevity

- A. Employee shall receive, in addition to his/her salary, \$500 for longevity in July or September, whichever is applicable, following the employees 14th year anniversary date.
- B. An additional \$500 shall be received in July or September, whichever is applicable, following the employees 17th year anniversary date.
- C. An additional \$500 shall be received in July or September, whichever is applicable, following the employees 24th anniversary date.

VII Funeral Days

- A. PSSP members shall be entitled to up to four (4) days at any time in the event of death of member's spouse, child, brother, sister, in-law, grandparent(s), or any member of the immediate household. Funeral days shall be granted on work days only. Said days shall be granted as follows: One day before the funeral, the day of the funeral, and two two days after the funeral.

VIII. Vacation Time

- A. The parties agree that all twelve-month (12) employees shall receive twenty (20) days vacation annually.
- B. All twelve-month (12) employees shall work 8:45 a.m. through 1:00 p.m. on all Fridays during the months of July and August.
- C. Vacation time shall be requested by a member of the PSSP group through the Superintendent of Schools who shall approve or disapprove said requests.
- D. All holidays and school closings granted to teachers shall also be granted to PSSP members including the half day sessions on the last school day before the Thanksgiving and Christmas vacations but excluding any other half-day sessions.
- E. Each twelve-month PSSP member shall receive three (3) personal days annually and each ten-month PSSP member shall receive two (2) personal days annually.

IX. Sick Time

- A. All ten-month (10) employees shall receive fifteen (15) sick days annually, to be reflected on their sick leave record September 1 of each year.
- B. All twelve-month (12) employees shall receive eighteen (18) sick days annually, to be reflected on their sick leave record July 1 of each year.
- C. Sick Leave Reimbursement - Upon the retirement or death of an employee, the Lodi Board of Education shall pay said employee for all unused sick days, up to a maximum of 130 days for 10-month employees and 160 days for 12-month employees at the then per diem rate of said employees salary at the time of retirement or death. Per diem is defined as 1/20 of the gross monthly salary at the then prevailing rate at the time of retirement or death. In the event of the death of an employee, said monies shall be made payable to his/her estate.

Said monies shall be paid by the Board Secretary in the month of July following the employees retirement or death.

Ten-month employees who are employed by the Lodi School District for a period of less than 100 months and twelve-month employees who are employed by the Lodi School District for a period of less than 120 months shall not be entitled to the above retirement or death benefit.

X. Health Benefits:

(Article X - Sections A through C) Replace with the following:

A. The Board shall provide the Usual Customary Rate Series health-care insurance protection designated below. The Board shall pay the full premium for each employee and in cases where appropriate for family-plan insurance coverage. The Board shall also pay for the full premium for each employee and where appropriate for family-plan coverage for Major Medical Insurance.

1. Provisions of Coverage

This section shall agree completely with the corresponding section of the current agreement between the Lodi Education Association and the Board.

2. Carriers

Pursuant to the law, the Board of Education may elect to change medical insurance carrier of health benefits program only if said change provides a plan and coverage which is equal to or better than the current plan in effect 1989 - 90, and in no way diminishes or reduces the current level of health insurance protection. The organization's representative shall receive copies of all contracts for review.

3. Complete Annual Coverage

This section shall agree completely with the corresponding section of the current agreement between the Lodi Education Association and the Board.

4. Prescription Plan

Effective July 1, 1990, the Board shall pay full premium for each employee and in cases where appropriate, for family-plan prescription coverage administered. Said plan shall be changed from \$1 co-pay to \$3 co-pay, and expenses incurred by employees for prescriptions shall not be submitted to the Major Medical Program.

B. Retirement Coverage:

1. Any employee upon retirement who is not eligible for the State Health Benefits Program shall continue in the district provided health program as described below in paragraph 2 below. Any employee who is eligible for the State Health Benefits Program at retirement shall enroll in the State plan and shall continue in the district's Dental Plan as outlined in paragraph 2 below.

2. The Board shall pay the payment of health care, dental and prescription for any employee who retires between the ages of 55 and 65 years of age, who is not eligible for the State Health Benefits Program. The Board shall cease payment of premiums upon the retired employee's 65th birthday.

XI. Miscellaneous Items

- A. Any employee who is required to use his/her personal vehicle within the scope of his/her primary employment shall be reimbursed at the fixed rate of 30 cents per mile. Proper documentation of mileage incurred must accompany all submitted reimbursement requests.
- B. All terms and conditions agreed to in the Contract years of 1986 through 1990 shall remain the same.
- C. The current maximum of 200 days for 10-month employees, and 240 days for 120 month employees shall remain, up until August 31, 1990.
- D. The retired employee shall have the option to receive his/her reimbursement in the first January following his/her retirement.

PROFESSIONAL SPECIALISTS and SUPERVISORY PERSONNEL

1990 / 1991 SALARY GUIDE

| STEP | BA + 30 | MA | MA + 30 | MA + 60 | STEP |
|------|----------|----------|----------|----------|------|
| 1 | \$35,472 | \$37,060 | \$39,238 | \$39,906 | 1 |
| 2 | \$37,361 | \$38,737 | \$41,093 | \$41,761 | 2 |
| 3 | \$39,187 | \$40,457 | \$42,924 | \$43,592 | 3 |
| 4 | \$41,033 | \$42,173 | \$44,756 | \$45,424 | 4 |
| 5 | \$42,871 | \$43,893 | \$46,584 | \$47,251 | 5 |
| 6 | \$44,707 | \$45,608 | \$48,413 | \$49,081 | 6 |
| 7 | \$46,548 | \$47,334 | \$50,250 | \$50,918 | 7 |

1991 / 1992 SALARY GUIDE

| STEP | BA + 30 | MA | MA + 30 | MA + 60 | STEP |
|------|----------|----------|----------|----------|------|
| 1 | \$37,955 | \$39,654 | \$41,985 | \$42,700 | 1 |
| 2 | \$39,976 | \$41,449 | \$43,970 | \$44,684 | 2 |
| 3 | \$41,930 | \$43,289 | \$45,929 | \$46,643 | 3 |
| 4 | \$44,865 | \$45,125 | \$47,889 | \$48,604 | 4 |
| 5 | \$45,872 | \$46,966 | \$49,845 | \$50,559 | 5 |
| 6 | \$47,837 | \$48,801 | \$51,802 | \$52,517 | 6 |
| 7 | \$49,806 | \$50,647 | \$53,768 | \$54,482 | 7 |

Teaching Experience Requirements for Guide Placement

Five years of teaching experience is required for any new member to start on the first step of the above-listed salary guides.

Twelve month employees shall receive an additional eight percent (8%) above their salary step as listed on the above salary guides.

PROFESSIONAL SPECIALISTS and SUPERVISORY PERSONNEL

SCHEDULE B

EXTRA STIPENDS

| <u>TITLE</u> | <u>1990/ 1991</u> | <u>1991/ 1992</u> | <u>1992/ 1993</u> |
|---|-----------------------|-----------------------|-----------------------|
| Members Prior to July 1, 1986 | ----- | +\$ 823 | \$3,000 |
| Members After July 1, 1986 | \$2,000 | \$2,500 | \$3,000 |
| Supervisor, Child Study Team | \$2,000 | +\$ 2,250 | \$2,500 |
| Supervisor of Athletics | \$5,700 | \$6,120 | \$6,582 |
| Members with MA + 60 (acquired by Sept. 1, 1992) | ----- | ----- | \$ 500 |

Any employee who is required to use his/her personal vehicle within the scope of his/her primary employment shall be reimbursed at the fixed rate of 30 cents per mile. Proper documentation of mileage incurred must accompany all submitted reimbursement requests.

MEMORANDUM OF LABOR AGREEMENT
between the
PROFESSIONAL SPECIALISTS AND SUPERVISORY PERSONNEL
and the
LODI BOARD OF EDUCATION

P. S. S. P. NEGOTIATING TEAM

Anthony Comeleo
Anthony Comeleo, Member

Robert Giaquinto
Robert Giaquinto, Member

LODI BOARD OF EDUCATION TEAM

August P. De Falco
August P. De Falco Chairperson

Gaetano T. Lisa
Gaetano T. Lisa

Joseph Roma
Joseph Roma

Gerald Woods
Gerald Woods

Joseph Capizzi
Joseph Capizzi, Board Secretary

Robert J. Polisse
Robert J. Polisse, Superintendent